

Article - Education

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§14–408.

(a) (1) (i) On the recommendation of the President, and in accordance with the requirements of Title 3 of the State Personnel and Pensions Article, the Board of Trustees of St. Mary's College of Maryland shall establish a personnel system.

(ii) The personnel system established under subparagraph (i) of this paragraph shall include provisions for consideration of hiring a contractual employee to fill a vacant position in the same or similar classification in which the contractual employee is employed.

(2) To carry out the requirements of this section, the Board:

(i) May establish and abolish positions;

(ii) May determine employee qualifications;

(iii) May establish terms of employment, including compensation, benefits, holiday schedules, and leave policies;

(iv) May determine any other matters concerning employees;
and

(v) Shall designate one or more representatives to participate as a party in collective bargaining on behalf of the College in accordance with Title 3 of the State Personnel and Pensions Article.

(b) The personnel system shall provide fair and equitable procedures for:

(1) The redress of employee grievances; and

(2) The hiring, promotion, and termination of employees in accordance with law.

(c) (1) Except as provided in paragraph (2) of this subsection, an employee of the College qualifies for and shall participate in the Employees' Pension System of the State of Maryland or the Teachers' Pension System of the State of Maryland.

(2) An employee in a position determined by the Board to be a professional or faculty position may join the optional retirement program under Title 30 of the State Personnel and Pensions Article.

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